

LAPININTERNATIONAL

Lead by Greatness™

Introducing:


David Lapin

Chief Executive Officer
Lapin Consulting International, Inc.



*“Spiritual Architect of the
Info-Technology Economy”*

- Barry Faber



David Lapin, a true futurist, has gained the highest respect among international business leaders. He has earned this respect from his unique ability to understand and unravel the complex dynamics of the human spirit, and at the same time to identify a business's most current strategic opportunities and operational challenges. This ability, combined with his uncompromising position on growing revenue and maximizing profit, places him in the mastery category amongst international organizational advisors.

For those who do not already know his work, David Lapin is like a potent combination of Tom Peters, bestselling author of *In Search of Excellence* and Eckart Tolle, world-renowned author of *A New Earth*.

He has been active in international business for nearly 30 years. Before founding his consulting firm, he led an international division of Raphaely International, a global commodities trading company. In this executive role, David interacted with business leaders in over 25 countries.

David's success came from his groundbreaking work in the building of self-driven, high-performing teams in environments of extreme diversity. He took an active role alongside South Africa's greatest business leaders, who, together with Nelson Mandela's government, transformed the country from a repressive apartheid regime to a vibrant new democratic economy. He was the founder of the South African Institute of Business Ethics and author of that country's Code of Ethics.

David Lapin is now CEO of Lapin International, Inc., a forward-thinking consulting company with offices in the USA, Canada, and South Africa. Their impact spans four continents and is growing exponentially.

David's proven methods for radically improving leadership effectiveness, business culture and bottom line success have made his firm sought after by some of the finest organizations in the world, including **General Electric, Coca-Cola South Africa, Southern California Edison, Cedars-Sinai Medical Center, PCI Gaming, the U.S Department of Justice, Ethos Private Equity, Rand Merchant Bank, and American Express.**

David Lapin has over 1,100 audio programs that are regularly listened to around the world.

His forthcoming book *Lead by Greatness™* is already predicted to be a landmark work. It includes a new model of leadership capable of unleashing vast amounts of human energy at low cost to the organization. It highlights new ways for today's stretched business leaders to find untapped resources of power to deliver effectiveness and produce measurable results.

representative clients



National Clients Include:

American Express
Cedars-Sinai Medical Center
New York Tolerance Center
General Electric
Monster Cable
Museum of Tolerance
Pearl River Resort
Southern California Edison

International Clients Include:

ABI (Coca-Cola Africa)
African Merchant Bank
BHP Billiton
Ethos Private Equity
First National Bank
Nedbank
Pleasure Foods, Ltd.
Rand Merchant Bank
Standard Bank
Super Group
Truworths International

Public Sector Clients Include:

California State Board of Corrections
New York and New Jersey Boards of Corrections
City of Colton
County of San Diego
US Department of Justice
Glendale Police Department
San Diego County Sheriff's Department
South African Revenue Service
Undersheriff's Association of California
Ventura County District Attorney

This is a partial list. Reference contacts are available upon request.

testimonials

“Without doubt the finest educational experience our organization has pursued.”

Gary Lloyd, Vice President
American Express, Inc.

David Lapin has worked with Ethos Private Equity for over 10 years. His work has been the main catalyst in transforming Ethos into a values based, team centric organization. The respect he has gained amongst the leadership group at Ethos is centered on his ability to unravel and understand both the complex human and spiritual dynamics and the strategic and operational challenges within organizations. This ability combined with his uncompromising position on the maximization of commercial returns, in our view places him in the mastery category amongst international organizational gurus. Ethos has never been better positioned for the achievement of its strategic objectives given the strong and clear alignment between its human capital, strategy and value system, facilitated through David’s work.

Andre Roux, Chief Executive Officer
Ethos Private Equity

What is most striking is that your very deep values based approach to profitable business brings the very best out of people.

I didn’t think it was possible, but the process you have used has got our disparate group of executives to see themselves as a team with a values-based commitment to managing the bank with singular purpose. I think it is also significant that they now understand and subscribe to the proposition that this approach will lead to more profitable business, and that it is not a philanthropic exercise of self-indulgence.

I know we still have a long way to go, but we have certainly made huge progress in a very short space of time. I am confident that with your continued guidance we will be able to transform the bank into one which is really differentiated on the basis of the “real value” and not the banking commodities that it delivers to its stakeholders.

Bob Tucker, Director of Banking Development
Standard Bank Ltd.

“David Lapin endeavored mightily to encourage us to think in a more creative manner and, most importantly, has provided us with ways to do so. There can be no question that you have provided solutions to our challenges that we would not have devised by ourselves.”

Robert Bartshe
Palladian Capital Management

testimonials

“David Lapin is a very informed, eloquent, and polished presenter. The comments we have received from delegates reinforce this. Some of them include:

- ‘David Lapin was an excellent speaker, a master of his subjects with the ability to professionally present it.’*
- ‘Every Senior businessman in South Africa should hear David Lapin.’*

We highly recommend Lapin as a top speaker...”

**Monique Donaldson, General Manager
AIC Conferences**

“David Lapin is a man of tremendous conviction and sincerity, a top public speaker. What makes him even more fascinating is that he has conducted research in a multi-cultural, multi-ethnic, and rapidly changing society which has gone through considerable stress.”

**P. Wrighton, Chairman
The Premier Group**

“David Lapin is a man of extraordinary intellect and insight. He is amazingly insightful in identifying the true issues facing business today. His approach is refreshingly logical and compelling in its simplicity.”

**Peter Gent, Vice President
First National Merchant Bank**

“There are undoubtedly few in this country who are making such a profound impact on the way we see ourselves and our relationships with our work as is David Lapin. He develops economic and human excellence by the liberation and free flow of human energy.”

**Colin Hall, Chairman and CEO
Wooltru Ltd.**

“David has a G-d-given gift of wisdom, clarity of thought, ethics, intellect, and a sense of humor, which, when combined, positively influence and make more productive lives of those he meets.”

**Paul Goncharoff, Management Advisor
Russian Federation**

topics



Getting People to Do what Rules Only Get Them to Know

Building a high-performance culture is the key to any manager's success. The secret? Understanding why people don't always do what they know is right. *David Lapin provides simple, powerful tools for:*

- *Bridging the "Knowing-Doing Gap"*
- *Boosting personal and leadership effectiveness*
- *Inspiring people to act*

From Managing with Status to Leading with Stature

How do you motivate people? Many managers try to impose their will by wielding their status and authority. The inevitable result is a fear-driven organization plagued by low morale and productivity and high absenteeism and turnover. *David Lapin shows you how to prevent this costly spiral by accessing your authentic leadership stature.*

Negotiating, Collaborating, Building Alliances, and Managing Across Global Cultures

We are all operating across global cultures all the time. *Audiences find out how to thrive in a diverse climate by:*

- *Optimizing difference and individuality in a world that seeks comfort in sameness*
- *Applying proven methods to build trust across all cultures*
- *Developing collaborative alliances with individuals and teams, irrespective of their cultures or backgrounds*

Use Values to Connect People

Technology has given us tools for universal reach. But have we lost our capacity for intimate touch? *Audiences quickly learn how to organize their values into an effective system for:*

- *Building high-performance teams*
- *Resolving conflict*
- *Forging trust*
- *Improving relationships at work and home*

From Culpability to Accountability: How to Change a Culture in 3 Steps

Culpability breeds fear and paralysis. Accountability empowers and liberates. Is the culture in your organization grounded in culpability or accountability? How would you know? How could you change it from culpability to accountability? *You'll find the answers here!*

The Power of Purpose

More than 70% of employees merely do the minimum not to get fired! This under-utilization of Human Capital is a huge management failure. In this practical presentation, David Lapin teaches managers how to engage and inspire employees to levels of high-energy performance and commitment.

speeches given



Executive Leadership Forums

Johannesburg, South Africa

February 27, 2009

Tucson, Arizona

April 1, 2009

Navigating Turbulence with Greatness

Johannesburg, South Africa

June 4, 2009

The New HR: Leading-Edge and Strategic

Leadership Program for Business Professionals

January 2000 – June 2009 (ongoing)

New Ethical Paradigms: New Leadership Strategies

YSA-Lapin Client Breakfasts

Johannesburg, South Africa

August 24, 2006

How to Convert Black Economic Empowerment from a Compliance Imperative to the Most Exciting Opportunity South Africa has Ever Had

August 8, 2006

From Status to Stature

July 14, 2006

Why People Don't Do what They Know is Right

July 4, 2006

Building a High-Performance Culture

June 20, 2006

Is Your Company's Culture One of Culpability or Accountability?

South African Breweries Brand Conference

Sun City, South Africa

July 2006

Create the Climate for Talent

Canadian Command Staff

A Leadership Program for Canadian Law Enforcement Professionals

May 2006 (ongoing)

Building Trust Amidst Diversity

speeches given

Southern California Edison Leadership Program

April – May 2005

From Controlling with Status to Leading with Stature

National Institute Against Hate Crimes & Terrorism

A Federal Program for Criminal Justice Professional

November 1999 – January 2007 (ongoing)

**Consensus Building and Strategic Collaboration in
Combating Hate and Terrorism**

Mind Over Matter Conference

Claremont, South Africa

November 19, 2005

Your Power to Invent Your Own Future

November 18, 2005

From Culpability to Accountability

November 17, 2005

Don't Learn... Think!

November 16, 2005

Colliding Worlds, Vanishing Cultures, Competing Religions

Professionals in Human Resources Association

47th Annual Conference & Exhibition

September 1, 2004

Developing a Company Culture that Works

GIBS Forum

Gordon Institute of Business Science – Johannesburg, South Africa

August 24, 2004

A South African Model for Hyper-Efficiency: The Human Factor

Ernst & Young

Durban/Cape Town/Johannesburg, South Africa

August 10-12, 2004

**Culture: From Inhibitor of Growth to the Driver of
Competitive Differentiation**

Conference - Ethics in the Financial Services after Sarbanes-Oxley

Carlson School of Management – Minneapolis, Minnesota

April 16, 2004

Governance Alone Cannot Create an Ethic

speeches given

HR.Com's Power of People

October 29, 2003

The Genius of the "And" and the Tyranny of the "Or"

Moral Imagination Ethics Conference

Carlson School of Management – Minneapolis, Minnesota

May 9, 2003

Using Moral Imagination for Irreplicable Strategic Advantage

Southern California Jailers Association

November 21, 2000

The Changing Role of Law Enforcement into the 21st Century

General Electric Global Sourcing Leaders – Asia Pacific

July 12-13, 2000

Bridging the Cultural Divide Across the Asian Pacific

YPO International University

March 5-9, 2000

Values: Differentiate Yourself & Your Business

YPO International University

March 5-9, 2000

Questioning: Forgotten Instrument of Growth, Education, & Strategy

PJC National Executive Forum

February 7, 2000

Strategic Dexterity Amidst Moral Consistency

Tri-County Police Chiefs of California

April 1999

Society Expects Less Force! Now what for Law Enforcement?

Presentation to Authors of Children Books

October 1998

Write to Tolerance

Asian Pacific Conference

Presentation to Legislature

June 26, 1997

Regional Competitiveness and US Ethical Consideration

speeches given

- Young Presidents Organization*
Brussels, Antwerp, and Amsterdam Chapter Dinner
March 12, 1997
Preparing the Next Generation for the 21st Century: The Role of the Family and the Educator
- Young Presidents Organization*
Pennine (Manchester) Dinner Key Note Address
March 10, 1997
Information, Knowledge, and Wisdom: Getting to Innovation
- Young Presidents Organization*
Denmark Executive Session
March 6, 1997
Cultural Diversity, Ethical Diversity, and Global Financial Performance
- Young Presidents Organization*
YPO Education
March 20, 1996
A New Business Ethic – A Dramatic Leap into the Next Millennium
- Institute for International Research*
Auditing in the Public Sector Conference
March 13-15, 1996
Exploring the Code of Ethics of Business Practices
Is it just another regulation, or could it become a catalyst for change?
- Compact Business Service (Pty) Ltd.*
Compact Fraud Conference on Control, Deterrence, and Investigation
February 26-27, 1996
Ethics, Control, and Corporate Governance
- International Executive Communication*
Competition Law Conference
February 26, 1996
Introducing Codes of Conduct as a Cost Alternative to Government
Regulations: Ethics as Means of Gaining Fair Trading Outcomes
- South African Airways*
SAA Breakfast Presentation
October 19, 1995
Business Ethics: The Dynamic Link Between the Values of a Culturally Diverse Workforce and Corporate Performance

speeches given

Amalgamated Beverages Industries (Coca-Cola South Africa)
Quality Conference 1995
October 1995

Only Quality People can Sustain a Quality Ethos

AIC Conferences
Corporate Fraud Conference
September 28-29, 1995

Reducing Corruption in Buying and Contracting

The South African Institute of Chartered Accountants
The Prophets of Boom Conference
August 30-31, 1995

Ethics in Business

Anglo-Alpha
Financial Conference
July 2-5, 1995

The New Energizer of Organizational Renewal

Financial Mail
Investment Conference
October 27-28, 1995

Strategic Leadership Ethics: Navigating Global Turbulence

Adcock Ingram Pharmaceuticals
Business Brief
December 2, 1994

Linking Ethics to Productivity and Business Success

KPMG
KPMG Managers Conference
September 15-16, 1994

Ethical Reconstruction in a Transitional South Africa

The Institute of Bankers in Namibia
Business Seminar
August 1, 1994

Business Ethics

Omnia Fertilizer Limited
Normalization Conference
March 11, 1994

A Strategy for Overcoming Resistance to Normalization

speeches given

Institute of Bankers in South Africa
Annual Dinner Key Note Address
March 3, 1994

Crafting a Global Business Ethic

National Association of Pharmaceutical Wholesalers
Conference – Bridge over Troubled Waters: The Wholesaler in the New Health
Care Dispensation
November 7-9, 1993

Integrating Ethics with Performance Amidst Cultural Diversity

Institute of Personnel Management
37th Annual Convention Striving for Global Competitiveness: The Human Factor
October 18-20, 1993
Ethics: A Vital Link in the Organizational Development Process of Managing Cultural Diversity

Global Conferences
Ethics and Corruption within the Private Sector
October 14, 1993
Cultural and Educational Influences on Business Ethics

AIC Conferences
Affirmative Action – Successful Strategies for Addressing the Imperative of the Future
October 4-5, 1993
Overcoming Misperceptions and Resistance to Change: Series of Case Studies

AIC Conferences
Alternatives to and Policies for Managing Retrenchment
September 13-14, 1993
The Link Between Business and Education: A Long-Term Strategy for Retrenchment Avoidance

South African National Student Council
National Seminar
June 28, 1993
A Mind, Body, and Soul for the Future – a Strategic Vision

KPMG
The First South African Symposium on Economic Crime
February 22, 1993
The Impact of Cultural Diversity on Business Ethics and Economic Crime